



# 2024 Impact Report



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# A Message from Fulgent's Chairman & CEO

## Dear Stakeholders,

I am honored to present Fulgent's 2024 Impact report. This report highlights our ongoing efforts to integrate sustainability and responsible business practices into every aspect of our work. As the world navigates complex challenges and rapid change, we are committed to being part of the solution and advancing long-term value for all those who rely on us. Our purpose—developing innovative diagnostics and therapeutics that are both accessible and affordable—reflects our dedication to improving health outcomes and making a meaningful impact in people's lives. For us, 2024 was marked by continued resilience, innovation, and a commitment to advancing our sustainability-related initiatives.

The global healthcare landscape is transforming at an unprecedented pace, and we have responded by broadening our capabilities and strengthening our position. Through targeted acquisitions and strategic investments, we are evolving into a fully integrated partner across the healthcare continuum—from diagnostics and drug discovery to patient care. At the heart of this approach is our proprietary nano drug delivery platform, which connects diagnostics and therapeutics to advance precision medicine and support sustainable growth.

Looking ahead, our commitment to improving patient outcomes through innovation remains unwavering. Backed by the trust of our stakeholders, we are confident in our ability to make a lasting impact on health and well-being worldwide. Thank you for your continued partnership as we work together to raise standards and create a healthier, more sustainable future.

Sincerely,




**MING HSIEH**

*Chairman of our Board of Directors and Chief Executive Officer*

# About this Report

This is the third annual Impact Report published by Fulgent Genetics, Inc. We are proud to share our corporate story and showcase our sustainability progress and accomplishments. This Report covers Fulgent’s performance, both qualitative and quantitative, in the context of sustainability for the calendar year of 2024.

In connection with our company policies, annual reporting, and our website, this report illustrates Fulgent’s efforts to integrate sustainability throughout the organization. Our Form 10-K and the Proxy Statement offer further details on our governance and financial reporting. This report has been prepared in alignment with guidelines set by the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-Related Financial Disclosures (TCFD). Furthermore, Fulgent’s sustainability management and reporting is propelled by our 2022 commitment to the Sustainable Development Goals (SDGs) set forth by the United Nations (UN).

We invite stakeholders to learn more about us by visiting our [website](#) or contacting us by mail, phone, or email:

## General Contact:

-  4399 Santa Anita Avenue, El Monte, CA, 91731
-  (626) 350-0537
-  [info@fulgentgenetics.com](mailto:info@fulgentgenetics.com)

## Forward-Looking Statements

This presentation contains forward-looking statements, which are statements other than those of historical facts, and which represent the estimates and expectations of Fulgent Genetics, Inc. (the “Company”) about future events based on current views and assumptions. Examples of forward-looking statements made in this presentation include, among others, those related to anticipated growth and positioning, addressable market estimates, the Company’s mission and strategies, the success of its business model and strategy, anticipated future revenue and guidance, evaluations and judgments regarding the Company’s business, products, technologies, plans regarding development and launch of potential future products, and any businesses the Company may seek to acquire or has acquired, including statements regarding Inform Diagnostics, CSI Laboratories, and any potential synergies, legal and policy compliance, security, corporate objectives, ongoing efforts, goals, missions, and strategy. The Company’s views and assumptions on which these forward-looking statements are based may prove to be incorrect. As a result, matters discussed in any forward-looking statements are subject to risks, uncertainties and changes in circumstances that may cause actual results to differ materially from those discussed or implied by any forward-looking statements. Important factors that could cause actual results to differ materially from those implied by forward-looking statements are disclosed under “Risk Factors” and “Management’s Discussion and Analysis of Financial Condition and Results of Operations” in the Company’s reports filed with the Securities and Exchange Commission (SEC), including its annual report on Form 10-K filed on February 28, 2025, and other reports files from time to time. Because of these factors, you should not rely upon forward-looking statements as predictions of future events. The forward-looking statements in this presentation are made only as of the date hereof, and, except as required by law, the Company assumes no obligation to update any forward-looking statements in the future. The company’s reports filed with the SEC, including its annual report on Form 10-K for the year ended December 31, 2024, filed with the SEC on February 28, 2025, and the other reports it files from time to time, including subsequently filed quarterly and current reports, are made available on the Company’s website upon their filing with the SEC. These reports contain more information about the Company, its business and the risks affecting its business, as well as its results of operations for the periods covered by the financial results included in this report.

# About Fulgent



# About Fulgent

Founded in 2011, Fulgent has evolved into a premier, full-service genomic testing company built around a foundational technology platform.

Through our diverse testing menu, Fulgent is focused on transforming patient care in oncology, anatomic pathology, infectious and rare diseases, and reproductive health. We believe that by providing a wide range of effective, flexible testing options in conjunction with best-in-class service and support, we can redefine the way medicine is managed for patients and clinicians alike.

Since integrating with our therapeutic development business, Fulgent is also developing drug candidates for treating a broad range of cancers using a novel nanoencapsulation and targeted therapy platform. By merging our fields of expertise, we aim to become a fully integrated precision medicine company.

Fulgent Genetics was one of the first clinical laboratories to offer copy number variation detection using next-generation sequencing (NGS) technology in the United States. Today, we continue to offer an unrivaled catalog of genetic testing, including over 18,000+ single gene tests, 900+ rare disease tests, whole genome sequencing, whole genome copy number variation analysis, mitochondrial sequencing, and Clinical Laboratory Improvement Amendments (CLIA)/College of American Pathologists (CAP) quality sequencing services.



# Our Motivation

Our mission is to develop flexible and affordable diagnostics and therapeutics that improve the everyday lives of those around us.



## Innovation



By merging the fields of genetics, molecular biology, and computer science, we pursue excellence in clinical diagnostics, therapeutic development, and data analysis.

## Customer Service & Commitment



Our dedicated team of customer support staff is available to answer questions quickly and accurately, so physicians can spend more time with what's really important: their patients.

## Quality & Efficiency



As a CLIA-certified and CAP-accredited lab, quality controls are built into our procedures at every step, and multiple lab directors oversee all clinical procedures and analysis.

## Our People



We support our employees by providing them with the resources for personal and professional growth while fostering an inclusive culture where differences are celebrated.

# Our Services

Diagnostic Genetic Testing

Preimplantation Genetic Testing

Known Mutation Testing

Pharmacogenomics

Genomic / Exome Testing

Oncology - Heme & Solid Tumor

Carrier / Preconception Screening

Anatomic Pathology

Newborn Genetics

Lab Services

Infectious Disease



## Strategic Partnerships



## Categories

- Pediatric
- Reproductive
- Oncology
- Cardiology
- Neurology
- Metabolic
- Ophthalmology
- Renal
- Skeletal and Connective Tissue
- Hematology
- Audiology
- Dermatology
- Genitourinary
- Gastrointestinal
- Rare and Undiagnosed Diseases

## NGS Testing – Offerings:

### Single Gene

- 18,400+ Genes

### Disease Panels

- 800+ Panels
- Customizable Panels

### Exome Tests

- Clinical Exome (6,700+ Genes)
- Whole Exome

### Cancer Panels

- Focus (50 Genes)
- Comprehensive (154 Genes)
- Somatic

### Known Mutation

- Site-Specific Testing

### Repeat Expansion

- 20 Panels

# Customer Welfare

Our customers come first. Our team works around the clock to expand our services and capabilities to serve more people in our communities. In 2024, our top advancements for patient services included:



## FID-022

- A nano-encapsulated SN38 for the treatment of solid tumors, including potentially colon, pancreatic, ovarian, and bile duct cancers.
- In December 2024, the application was filed for an Investigation New Drug (IND) with the U.S. Food and Drug Administration (FDA). It was approved in January 2025.

## Beacon787

- Comprehensive test for carrier screening.
- Screens 787 genes associated with autosomal recessive and X-linked conditions, including all the American College of Medical Genetics and Genomics (ACMG) tier 3 genes.
- Potential use cases include pregnant patients and those planning for pregnancies.

## FID-007

- Designed to treat various solid tumors.
- In 2024, we continued Phase 2 of the clinical study, focusing on the treatment of head and neck cancers.
- Our proprietary technology enhances drug solubility which has the potential to enhance pharmacokinetics, reduce toxicity, increase drug effectiveness, shorten development timelines, and lower production costs.

# Access & Affordability

Our commitment to patient health extends beyond clinical diagnostics and therapeutic development. We believe that healthcare should be accessible to everyone, regardless of economic circumstances. Addressing the disparities in healthcare quality and availability, particularly in low-income communities, is a fundamental aspect of our mission.

To that end, we have implemented a range of policies and practices aimed at ensuring access to our high-quality services:

- **Acceptance of All Insurance Plans:** We accept all commercial insurance plans, enabling patients to utilize their insurance coverage for our services.
- **Discounted Cash Pricing:** We offer cash pricing at discounted rates, making our tests affordable to those without insurance or those who prefer to pay out of pocket.
- **Financial Assistance Programs:** Recognizing that some insured patients may still face financial constraints, we provide financial assistance resources based on various criteria. This support is tailored to help those in need access our testing services without additional financial burden.
- **Self-Pay Option:** For patients who do not meet insurance coverage criteria, have high-deductible plans, or lack insurance altogether, we offer a self-pay option. This option ensures that anyone can access our tests, irrespective of their insurance status.
- **Compassionate Care Program:** This program is designed to support patients in the U.S. who have no medical insurance and limited financial resources. This program includes financial assistance and no-interest payment plans, reinforcing our commitment to healthcare equity.

We will continue to focus on implementing initiatives that foster accessibility and affordability for all, regardless of economic circumstances.



# Sustainability Management System



## Risk Management

At Fulgent, we acknowledge that, like any business, we face various risks that can significantly impact our success. To safeguard our operations and achieve our long-term goals, we employ a qualitative approach to meticulously assess and prioritize our risks. This helps us proactively manage them and mitigate their impact.

Our risk analysis process includes:



Identifying and assessing risks



Establishing corrective and mitigation actions



Defining and implementing preventive measures

## Approach to Sustainability

Over the past several years, we have diligently laid the groundwork and established internal mechanisms to monitor and advance our sustainability risks and strategy. Our recent and ongoing efforts include:

- **Enhanced Reporting:** We are expanding our reporting and disclosure practices.
- **Policy Implementation:** We continuously refine our policies to ensure they sufficiently outline our commitments and establish efficient internal processes.
- **Shareholder Engagement:** We continue to broaden our annual shareholder engagement efforts to share our sustainability journey and gather valuable feedback from our top shareholders.
- **Working Group:** Our sustainability working group, composed of Executive and Senior Management members, maintains regular engagement and provides quarterly reports to the Board, ensuring comprehensive oversight of all sustainability-related matters.

We regularly present and discuss our ongoing efforts, achievements, and challenges to the Board of Directors, providing an open forum for them to discuss and approve sustainability-related initiatives and ensuring alignment with our corporate objectives.

# Sustainability Oversight & Stakeholder Engagement

Our Board of Directors is responsible for overseeing our sustainability strategy and initiatives. The Nominating & Governance Committee, composed of independent directors, is specifically tasked with monitoring sustainability initiatives and related risks.

To support the Committee and advance sustainability objectives across the business, a cross-functional Working Group has been established. This group includes senior leaders from Finance, Legal, Compliance, Operations, and Reporting who collaborate to develop and implement policies, track progress toward goals, and maintain compliance with evolving regulations.

**Our Board**

**Nominating & Governance Committee**

**Working Group**

We actively engage with shareholders, employees, customers, and suppliers to gain valuable insights, foster open communication, and ensure that our sustainability initiatives align with the expectations and needs of our diverse stakeholder groups.



## Shareholders

Engaging with our shareholders provides us with valuable insights, helps us align our strategy with investor expectations, and ultimately contributes to our long-term success and sustainability. In 2024, we continued stakeholder outreach to discuss various aspects of our governance and sustainability programs, and related progress. We conducted outreach to a diverse range of investors with various levels of holdings, representing 37% of total share capital, including 100% of share capital of our top 15 investors. Our goal is to continue engaging with our stockholders and consistently expand our outreach annually.



## Suppliers

Engaging with our suppliers helps us maintain strong partnerships, ensure the quality and reliability of our supply chain, and collectively drive efficiency and innovation in our operations.

We have designed a supplier questionnaire to track suppliers' initiatives, including those related to environmental responsibility, protecting human rights, and data security. We also strive to collect key metrics about our suppliers, including which ones are veteran-owned, so we can better understand how Fulgent supports other businesses.

For more information regarding our procurement process, please see page 30.

# Materiality Assessment



In 2022, we conducted our inaugural sustainability materiality assessment, informed by extensive research, benchmarking, and engagement with key stakeholders. The assessment serves as a crucial guidepost for aligning our strategy and action plans with stakeholder interests, refining our sustainability strategy, understanding stakeholder expectations, and identifying business opportunities that support growth, innovation, and risk mitigation.

## The top material topics for our stakeholders:

-  Business Ethics
-  Data Privacy & Security
-  Health, Safety & Wellness

## All Material Topics Identified:

- |  |  |
|--|--|
| <p><b>Environmental</b></p> <ul style="list-style-type: none"> <li>• Carbon Emissions</li> <li>• Pollution &amp; Waste</li> <li>• Water</li> </ul> <p><b>Governance</b></p> <ul style="list-style-type: none"> <li>• Business Ethics</li> <li>• Corporate Governance</li> <li>• Data Privacy &amp; Security</li> </ul> | <p><b>Social</b></p> <ul style="list-style-type: none"> <li>• Health, Safety &amp; Wellness</li> <li>• Human Capital Development &amp; Labor Management</li> <li>• Product Lifecycle Management</li> <li>• Product Safety &amp; Quality</li> <li>• Social Impact Social</li> </ul> |
|--|--|

# United Nations Sustainable Development Goals

We understand the importance of the United Nations' (UN) mission to create a more sustainable world for all. We have identified three UN Sustainable Development Goals (SDGs) that closely align with our sustainability and corporate objectives. These are areas where we are actively making a positive impact and remain committed to driving progress in the future.

## Ensure healthy lives and promote well-being for all, at every stage of life.



We strive to offer patients access to a diverse range of high-quality genetic testing options, irrespective of their economic circumstances. For more information regarding our efforts, please see pages 6-10 of this report.

## Achieve gender equality and empower all women and girls.



We are committed to fostering the empowerment of women both within our workforce and among students. This dedication is exemplified through our emphasis on training opportunities, inclusive hiring practices, educational initiatives, and collaborative partnerships with third-party organizations. For additional information, please refer to pages 25-26 of this report.

## Promote inclusive and sustainable economic growth, full and productive employment, and decent work for all.



Our workforce is one of our greatest assets. We support our employees by ensuring they are provided with the resources they need to thrive both personally and professionally. For additional information, please see pages 24-27 of this report.



# Governance



# Board Oversight

Our Board of Directors is responsible for overseeing Fulgent’s business operations, defining our long-term strategy and objectives, and effectively managing risks. Our directors draw upon their extensive knowledge and expertise to act in the best interests of Fulgent and our shareholders. We continually seek fresh talent and diverse perspectives that will further enrich Fulgent’s strategic vision and contribute to our ongoing success.



**MING HSIEH**

*Chairman of our Board of Directors and Chief Executive Officer*



**LINDA MARSH**

*Independent Director*



**DR. MICHAEL NOHAILE**

*Independent Director*



**REGGIE GROVES**

*Independent Director*

## Board Committees

### Audit Committee

The Audit Committee oversees the integrity of the Company’s financial statements, compliance with legal and regulatory requirements, information security and data privacy compliance, the independent auditor’s qualifications and independence, and the performance of the Company’s independent auditors. The committee also produces an annual report for inclusion in the Company’s proxy statement.

**Chairperson**



### Compensation Committee

The Compensation Committee is responsible for the Board’s execution of executive compensation and produces an annual report for inclusion in the Company’s proxy statement.

**Chairperson**



### Nominating and Governance Committee

The Nominating and Corporate Governance Committee assists the Board in selecting nominees for election to the Board and monitoring the composition of the Board. The committee also oversees the Company’s sustainability-related initiatives and policies.

**Chairperson**



# Business Ethics



We are committed to creating long-term value for our customers, employees, and shareholders by enhancing the health and well-being of people. An essential guiding principle of how we do this is by seeking to conduct our business with the highest ethical standards and in strict compliance with the laws and regulations of all jurisdictions in which we do business.

## Corporate Governance Guidelines

To ensure effective oversight of management and business operations, the Board has developed robust corporate governance practices. These practices are designed to safeguard the interests of all stakeholders and promote transparency, accountability, and ethical conduct within the Company.

## Code of Business Conduct and Ethics

We strive to conduct our affairs in accordance with all applicable laws, rules, and regulations of the jurisdictions in which we operate. Our Code of Business Conduct and Ethics applies to each employee, officer, and non-employee director.

Among other things, the Code describes our policy of equal employment opportunity and our commitment to provide a respectful workplace that is free from discrimination and unlawful harassment and free from recognized safety and health hazards, such as slavery.

New employees are provided with a copy of the Code upon hire. A copy of the Code is also available to employees internally and is publicly available on our website. In addition, our employees are required to certify compliance with the Code, and our employees and contractors are expected to comply with all relevant and applicable policies, including policies related to anti-slavery and human trafficking.

Our Chief Financial Officer serves as the Compliance Officer providing executive oversight on all policies and procedures relating to the Code. We encourage employees to talk to supervisors, managers, the Compliance Officer, or other appropriate personnel if they are unsure about the best course of action to take in a particular situation.

## Code of Ethics for Senior Financial Officers

Our Code of Ethics for Senior Financial Officers upholds that the CEO and all Senior Financial Officers are responsible for full, fair, accurate, timely, and accessible disclosures that Fulgent files with, or submits to, the U.S. Securities and Exchange Commission (SEC), and in other public communications. This policy applies to laws, rules, and regulations of federal, state, and local governments and other private and public regulatory agencies that affect the conduct of Fulgent’s business and Fulgent’s financial reporting.

## Whistleblower Policy

The primary objectives of our Whistleblower Policy are to protect individuals who report concerns in good faith, facilitate the confidential reporting of potential misconduct, and reinforce our strict prohibition against retaliation. Fulgent maintains multiple secure channels to report concerns, including a dedicated website, email, and toll-free phone line, all of which allow for anonymous submissions.

The Audit Committee of the Board of Directors is responsible for overseeing the receipt, review, and resolution of all complaints regarding accounting, internal controls, or auditing matters. Upon receiving a complaint, the Audit Committee evaluates whether it relates to financial reporting or other compliance issues and, when appropriate, acknowledges receipt. All credible complaints are investigated promptly and thoroughly, and corrective actions are taken as necessary, at the discretion of the Audit Committee. Retaliation against any employee who, in good faith, reports a concern is strictly prohibited and may result in disciplinary measures.



Whistleblower	2021	2022	2023	2024
Reports related to whistleblower procedure	0	3	2	1
Whistleblowing procedure activated	0	0	0	0



<https://app.mycompliancereport.com/report?cid=INFO>



Hotline Number: 844-787-9172

# Legal & Compliance

In 2024, we continued to bolster our legal and compliance department, and we enhanced several policies and procedures, including, but not limited to the following:

- Code of Business Conduct and Ethics
- Code of Ethics for Senior Financial Officers
- Supplier Code of Conduct
- Modern Slavery Statement

	2021	2022	2023	2024
Legal/Regulatory Fines Relating to Ethics Issues	\$0	\$0	\$0	\$0
Bribery, Corruption and Anti-Competition Violations	0	0	0	0
Settlements Relating to Bribery, Corruption and/or Anti-Competition	0	0	0	0

## Employee Ethics Training

Required Training	Frequency
HIPAA	Annual
Anti-Harassment	Biennial
Code of Conduct	Annual
Insider Trading	Annual
Conflict of Interest	Biennial
Competition in Business: Anti-Bribery and Antitrust	Biennial
Foreign Corruption Practices Act (FCPA)	Biennial

Training Completion Rates	New Hires	All Employees
Code of Business Conduct Series	94%	97%
Insider Trading	98%	97%
Fraud, Waste & Abuse	98%	97%
Anti Bribery and Corruption	98%	95%
Avoiding Conflicts of Interest	98%	93%
Foreign Corrupt Practices Act	98%	93%
HIPAA	98%	98%
Sexual Harassment Prevention for Managers	100%	100%
Sexual Harassment Prevention for Employees	98%	93%

# Information Security & Data Privacy

At Fulgent, strong information security and data privacy are core to our operations and essential to maintaining stakeholder trust. Our IT teams conduct regular technology and threat assessments, and updates are shared with the Board during quarterly meetings to ensure transparency and alignment with our cybersecurity goals.

This year, we enhanced our cybersecurity program by implementing NextGen Firewall solutions and strengthening information security and data privacy controls through App-ID and User-ID technologies. These firewalls go beyond traditional port-based filtering by identifying applications and users regardless of protocol or port. This enables more precise control and visibility, allowing the company to enforce security policies based on specific applications and user identities.

Our firewalls also include built-in features such as intrusion prevention, antivirus, anti-spyware, URL filtering, and sandboxing (via WildFire). This comprehensive, real-time protection helps us more effectively manage and stop known and unknown threats before they can impact our network.

## In 2024, we continued to implement and uphold the following practices and procedures:

- Continued enhancement of our cybersecurity program with a combination of security controls, procedures, teams, and remedial plans designed to reduce cybersecurity risk and recover data in the event of an attack.
- Implementation of NextGen Firewall and App-ID and User-ID technologies.
- Ongoing assessment of networks on a regular basis for vulnerabilities.
- Upgrades to email security to Abnormal Integrated Cloud Email Security (ICES) and using behavioral artificial intelligence designed to block business email compromise attacks, detect phishing attacks that impersonate requests, block ransomware, and block spam with high efficacy.
- Alignment with the National Institute of Standards and Technology Cybersecurity Framework and the Center for Internet Security Framework.
- Application of Systems and Organization Control (SOC) for Information Technology General Controls (ITGC).
- Utilization of SOC2 Type 2 compliance, an Internal Controls report capturing how a company safeguards customer data and how well those controls are operating.
- Continued employee training and awareness with the KnowBe4 Security Awareness Training modules.

### NIST Cybersecurity Framework



#### Identify

Asset management, governance, and risk management



#### Protect

Access control, training and awareness, security, and protective technology



#### Detect

Continuous security monitoring for anomalies and events



#### Respond

Response planning, communications, and mitigation



#### Recover

Improvement planning and strategy communications

# Data Security & Privacy Training

We comply with the following policies and procedures to manage patient data:

- [Privacy Policy](#)
- [California Privacy Policy](#)
- [EEA/UK/Switzerland Privacy Notice](#)
- [Patient Account Portal Addendum](#)
- [Terms of Service](#)
- [HIPAA Policy](#)



## Training & Completion Rates

General Data Protection Regulation (GDPR)

CPRA Changes to California Consumer Privacy Act

All Employees



(New Hires)



Required Training	Frequency	Course Required For
EU General Data Protection Regulation (GDPR)	Annual	All Fulgent Employees
Data Security and Privacy	Annual	All Fulgent Employees
Data Security and Privacy Post Course Assessment	Annual	All Fulgent Employees

# Social



# Our Workforce

At Fulgent, we know that our workforce is one of our greatest assets. Their hard work and dedication drive our ability to transform healthcare and positively impact the lives of those we serve. Cultivating an environment where employees are supported and equipped to thrive is fundamental to our success. We want every individual to feel valued, respected, and encouraged to develop both personally and professionally.

Additionally, we are dedicated to managing risks and promoting sustainability throughout our procurement process and supply chain operations. We prioritize partnerships with suppliers who share our values.

Furthermore, we are committed to championing human rights both within our organization and beyond. By integrating human rights considerations into our business practices, we aim to contribute to a more just and equitable world.



# Training & Career Management

We strive to ensure that every member of the Fulgent team has access to consistent education, training, and development opportunities. In 2024, our employees completed over 8,900 hours of training.

To support our commitment, we actively foster employee growth and development by:

- Providing reimbursement for qualified educational expenses.
- Conducting annual performance assessment reviews to help identify areas for improvement and capitalize on strengths.
- Hosting online annual training sessions to facilitate ongoing learning.
- Establishing programs such as the CGMBS Program, IT Certification Program, and an annual continuing education allowance of up to \$2500.

**22,059** Total Aggregate Training Courses Completed

**~8,900** Hours of Training Completed



## Employee Benefits

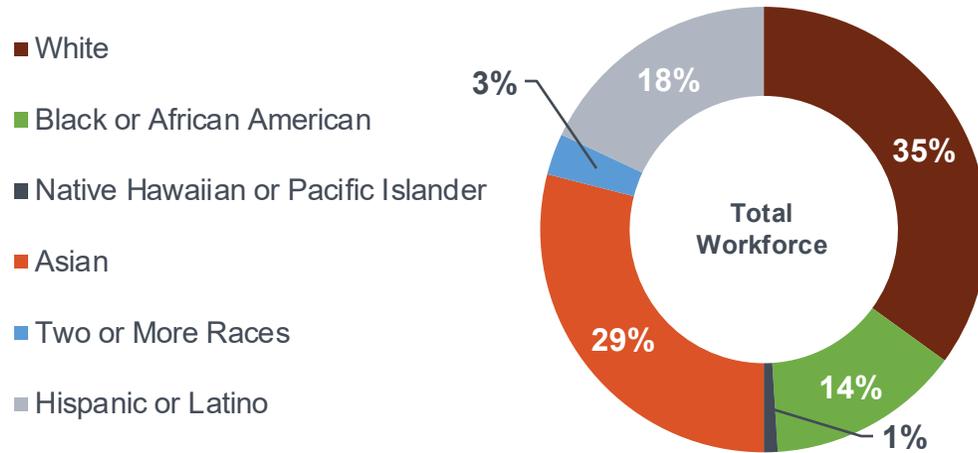
At Fulgent, we want to understand our employees' needs and foster a culture of open communication and collaboration to promote involvement, satisfaction, and a sense of belonging among our team members.

### We offer a comprehensive array of benefits including but not limited to:

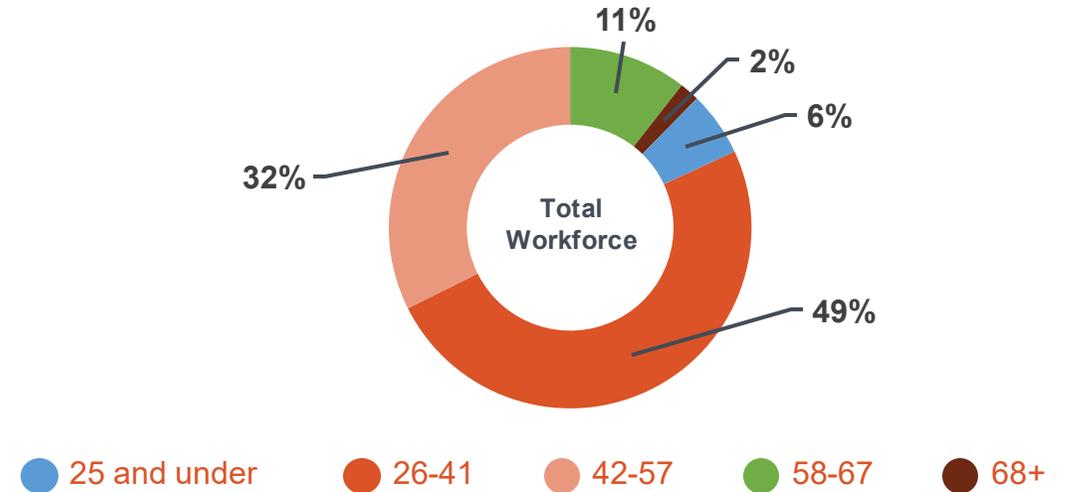
- Health insurance and other medical benefits
- Holiday pay and vacation accrual
- Paid sick leave
- Reimbursement for qualified educational expenses upon completion of undergraduate, graduate, post-graduate, professional training, or licensure courses from accredited colleges, universities, and professional organizations
- 401(k) matching
- Transit Allowance Program which provides monthly allowance to employees who commute to work via public transit (bus, commuter train, or light-rail)
- Childcare Allowance Reimbursement Program

# Workforce Metrics

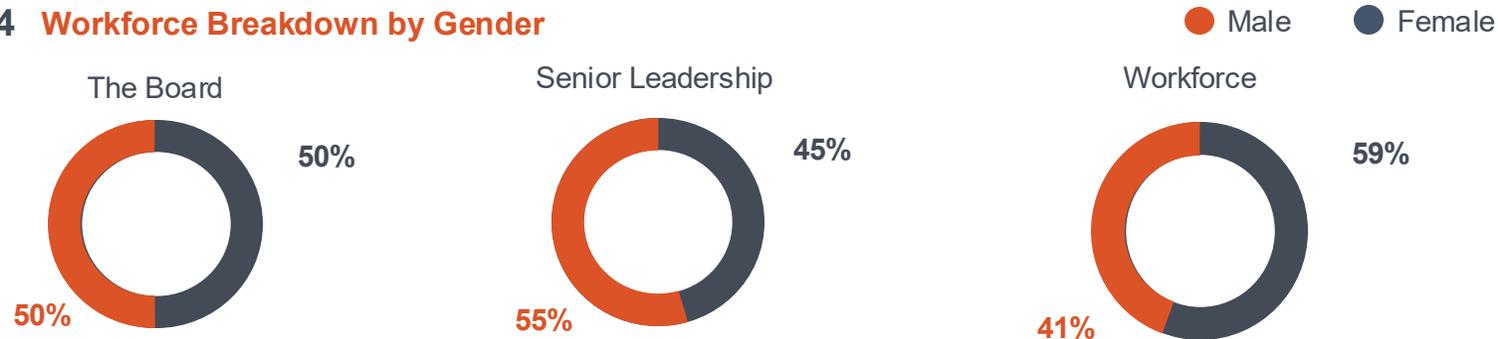
### Workforce Breakdown by Ethnicity



### Workforce Breakdown by Age



### 2024 Workforce Breakdown by Gender



Retention Rate:

86%

# Health & Safety

Maintaining a safe and healthy environment remains a top priority at Fulgent. This commitment is outlined in our Health and Safety Policy and implemented through our Injury and Illness Prevention Program (IIPP).

Recognizing the importance of compliance in mitigating risks and protecting our workforce, our IIPP was designed in full compliance with all applicable occupational safety and health regulations and Cal/OSHA requirements (CCR Title 8, Section 3203). We also adhere to all federal, state, and local safety and health rules and laws.

Our goal is to prevent all work-related injuries or illnesses, driving us to continuously refine and enhance our safety protocols. To ensure adherence to our IIPP and bolster our efforts, we have instituted a range of security measures and safety practices overseen by a dedicated IIPP administrator.

Additionally, we require employees to complete online safety and health training and encourage them to promptly report any unsafe conditions without fear of reprisal. As part of our efforts, we conduct safety assessments, monitor safety trends, and review safety-related incidents at least quarterly. We also conduct a comprehensive safety review annually to reflect on our progress and identify areas for improvement.



## Training Matrix

General Lab Training	Frequency
Hazards Communication	Every 3 years
Bloodborne Pathogens	Annual
Lab Safety	Annual
International Air Transport Association (IATA)	Biennial (selected staff only)
Good Clinical Lab Practices (GCLP)	Annual

Specific Training	Frequency
Operation of Biosafety Cabinets	As Needed
Operation and Maintenance of Lab Equipment	As Needed
Operation and Maintenance of Pipettes	As Needed

Training Completion Rates	New Hires	All Employees
Fire Safety	96%	95%
Bloodborne and Airborne Pathogens	97%	94%
Hazard Communications	97%	97%
Personal Protective Equipment (PPE)	97%	97%
DOT/IATA Infectious Substances Shipping & Packaging	100%	100%
Biosafety Cabinet Training	100%	99%
Workplace Assailant Series	92%	92%
Ergonomic Training	94%	94%

# Accreditation & Licensure

## Our Facilities

We currently operate five clinical laboratories across the U.S., all of which are CLIA-certified and CAP-accredited and meet the highest standards of diagnostic testing. All specimens are processed at our U.S. laboratories, and all data analysis is conducted and processed exclusively on secure, privately-maintained servers, managed by our in-house team of experienced experts.

## Standards, Certifications and Accreditations



-  Clinical Laboratory Improvement Amendments (CLIA) License
-  Pennsylvania Clinical Laboratory Permit
-  Rhode Island Laboratory License
-  College of American Pathologists (CAP) Accreditation
-  Maryland Medical Laboratory License
-  ISO 15189: 2022 Accreditation
-  California Clinical Laboratory License
-  New York State Clinical Laboratory Permit

# Product Safety & Quality Management

## Quality Management

Fulgent laboratories operate under a comprehensive Quality Management System (QMS) designed based on the Clinical and Laboratory Standards Institute (CLSI) Guidelines or **ISO 15189:2022 – Medical laboratories – Requirements for quality and competence**. The QMS ensures the delivery of accurate, reliable, and timely test results while promoting patient safety, continual improvement, and regulatory compliance. The key components of the QMS include a clearly defined quality policy and objectives to cover all laboratory operations, as depicted in the diagram.



At Fulgent, we use comprehensive proficiency training programs and robust quality control measures to ensure all specimens are handled with the utmost care. Our laboratories follow a rigorous chain of custody protocol from accessioning through reporting, and our medical team and laboratory technicians receive ongoing training to maintain the highest standards of accuracy. Senior management, operations, and quality assurance teams continuously monitor technical results, turnaround times, and test performance indicators across all laboratory services.

## Product Safety Metrics

Lab Location	Proficiency Testing Score (Percentage)	CAP Inspection Compliance Score (Percentage)
El Monte, California	89*	99
Coppell, Texas	99	100
Boston, Massachusetts	99	100
Alpharetta, Georgia	99	98
Phoenix, Arizona	99	99

Inspections	Total (Number)
External	20
Internal	78

Lab Licensure	Total (Number)
Total Licenses	67
New Licenses	8
Renewals	28

\* Score was 99.4% when excluding the exception in which a proficiency testing challenge was not canceled in time due to a discontinuation of a test.

# Sustainable Procurement

Ensuring ethical and sustainable practices across our supplier relationships is paramount to our mission of positively impacting patients' lives and the world around us. To uphold these standards, our **Supplier and Vendor Code of Conduct and Ethics** and our **Code of Business Conduct and Ethics** outline our expectations regarding human rights, business ethics, health and safety, and data privacy.

Our codes are applicable to all suppliers, vendors, contractors, consultants, and agents who help us succeed in delivering our mission. Our Supplier Code sets forth the minimum standard for our suppliers' business operations. Fulgent's suppliers are expected to observe basic sustainability standards and operate in a socially and environmentally responsible manner. Furthermore, suppliers must follow certain additional requirements in their agreements with us or as outlined in our policies or procedures.

Our Supplier Code was developed based on the International Labour Organization (ILO)'s core conventions, the UN Guiding Principles for Business and Human Rights, and other industry best practices. In 2024, we updated the Supplier Code to reflect and better align with current standards and practices. For more information about our commitment to Human Rights, see pages 34-35.

## Procurement Practices

We believe that a well-structured and comprehensive procurement process is foundational to fostering strong and reliable relationships with vendors and suppliers. We conduct thorough vendor and supplier selection, control, evaluation, and assessment procedures for all new suppliers to ensure the integrity and reliability of our supply chain.



# Sustainable Procurement

We are dedicated to mitigating prevalent supplier risks, including those related to reputation, sustainability, business continuity, compliance, and ethics.

We provide written notice to suppliers who violate our Supplier Code. In cases of noncompliance, we work with suppliers to remedy and address deficiencies. If a supplier fails to comply and further remedy the noncompliance in a timely manner, it may be deemed a material breach of our agreement and may result in the termination of the business relationship and/or removal from Fulgent's List of Approved Vendors. Alternatively, Fulgent may require a supplier to take corrective action or may cancel outstanding orders.



## In Vitro Diagnostic Medical Devices (IVDR): Quality Agreements

We prioritize supplier quality as a cornerstone of our commitment to sustainable procurement. In 2024, to strengthen supply chain monitoring and risk mitigation under the In Vitro Diagnostic Medical Devices Regulation (IVDR) (EU) 2017/746, we established supplier quality agreements with all critical suppliers providing services, instruments, or consumables for IVDR products. In addition to the five key suppliers referenced earlier, seven additional suppliers have been designated as critical. Supplier quality agreements are implemented with these vendors unless an exemption applies.

### Key Suppliers

We rely on a limited number of key suppliers to provide laboratory substances used in the chemical reactions incorporated into our tests and testing services.

These key supplier relationships are integral to maintaining the efficiency and quality of our services and we are grateful for their continued partnerships.

 Illumina, Inc. is the sole supplier of the next generation sequencers and associated reagents we use to perform our genetic tests and is the sole provider of maintenance and repair services for these sequencers.

 Roche Holdings AG provides certain laboratory equipment, supplies, and services for our immunohistochemistry services.

 Beckman Coulter Diagnostics provides certain laboratory equipment, supplies, and services for our flow cytometry tests and testing services.

 Abbott Laboratories provides certain laboratory equipment, supplies, and services for our FISH tests and testing services.

### In Vitro Diagnostic Medical Devices (IVDR): Critical Suppliers



# Supplier Selection & Control

Based on our rigorous risk management process, suppliers are onboarded and classified using a tiered system designed to evaluate their potential impact on Fulgent’s services. The risk level of each supplier’s products or services is determined by their criticality to our operations. Working in close collaboration with technical subject matter experts, the procurement team identifies essential components and assigns suppliers to one of three risk categories—Level 1, Level 2, or Level 3—using the Vendor Control Form to denote high, medium, or low risk, respectively.

In 2024, we expanded our review and classification process to ensure compliance with the In Vitro Diagnostic Regulation (IVDR) (EU) 2017/746. As part of this enhancement, we introduced a dedicated category for critical suppliers, now designated as Level 1 (L1). Suppliers providing materials, raw materials, or components that could affect the safety or performance of our in vitro diagnostic (IVD) products and testing services are classified as critical and must enter into a Quality Agreement.

Suppliers likely to be categorized as Level 1 or Level 2 are required to complete the onboarding registration process. During this process, a Vendor and Supplier Evaluation Form is initiated once significant purchasing activity is anticipated.

An initial assessment is also conducted to evaluate factors including product and service offerings, pricing, and the supplier’s demonstrated commitment to quality. Additionally, we review relevant certifications—such as CAP, CLIA, or ISO standards (ISO 9001, ISO 13485, ISO 15489, ISO 27001)—and consider any other criteria applicable to the specific products, equipment, or services provided.

Suppliers expected to be classified as Level 3 are tracked exclusively within the Fulgent Operations Vendor List. Regardless of classification, all purchases supporting laboratory operations require management approval prior to procurement.

L1

**High-risk vendors and suppliers**

These suppliers are considered critical suppliers/vendors and are difficult to replace and directly impact operations or the product/service quality provided to Fulgent’s clients.

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L2

**Medium-risk vendors and suppliers**

These suppliers may be difficult to replace and may impact the product/service quality provided to Fulgent’s clients.

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L3

**Low-risk vendors and suppliers**

These suppliers can be readily substituted and have minimal impact on product/service quality provided to Fulgent’s clients.



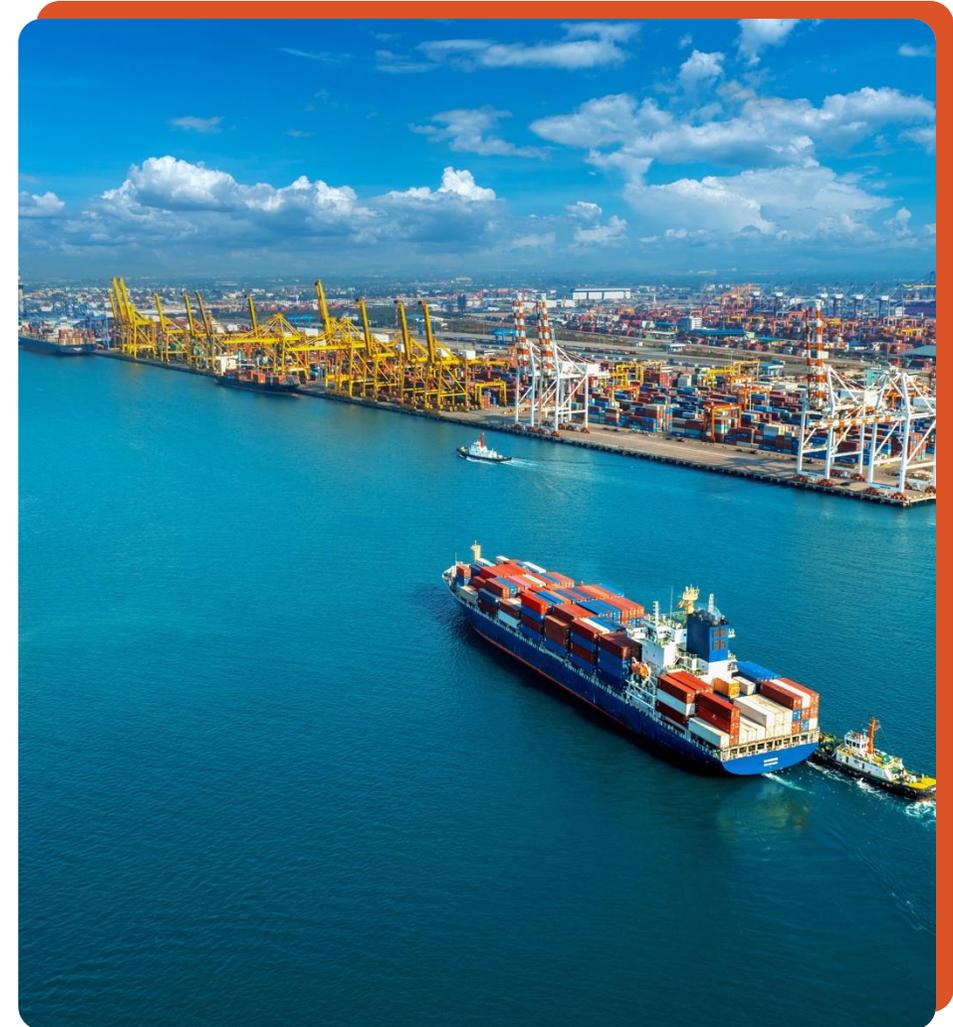
# Supplier Evaluations, Assessments, and Audits

At Fulgent, critical vendors and suppliers are evaluated annually to ensure their products and services are satisfactory. If a quality issue with a supplier is observed, the supplier is evaluated immediately. The following criteria are used to evaluate suppliers:

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>• Quality and accuracy of service</li> <li>• Problem solving behavior</li> <li>• Capabilities to provide service according to requirements</li> <li>• Creditworthiness</li> <li>• Timeliness of communication</li> </ul> | <ul style="list-style-type: none"> <li>• Service orientation</li> <li>• Reachability</li> <li>• Timeliness of delivery</li> <li>• Prices</li> <li>• Relevance</li> <li>• Product quality</li> </ul> |
|---|---|

Following an evaluation or performance assessment, the procurement representative compiles findings based on the criteria outlined above and determines whether the vendor’s performance warrants a designation of “Satisfactory” or “Unsatisfactory” on the List of Approved Vendors. Any issues or instances of nonconformance affecting quality or patient safety are promptly reported and addressed. Additionally, performance assessment feedback is shared with suppliers to inform them of the results and outline any required improvements.

As part of our quality control process, the purchasing representative, quality representative, or the Lab Director may identify suppliers that require an on-site audit based on the criticality of the service or product they provide, a previous quality problem, or other reasons. Social and environmental audits are also conducted, as deemed necessary.



# Respecting Human Rights

## Monitoring Human Rights in Our Business

We are dedicated to operating responsibly and promoting principles of fairness and dignity for all. Our Board of Directors oversees our commitment to human rights and related efforts including training our employees, vetting key suppliers, and implementing policies to mitigate the risk of modern slavery in our business and supply chains.

We are committed to minimizing the risk of human rights violations, including modern slavery, in our own business through the establishment of personnel policies, procedures, and training initiatives that address hiring practices, working hours, and workplace conduct, among other things.

We maintain internal accountability standards and procedures for employees and contractors who fail to meet our standards regarding slavery and human trafficking. Any identified misconduct with respect to these issues results in prompt corrective action, up to and including termination.

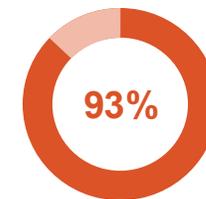
Our **Modern Slavery Statement** is aligned with national and international best practices, including:

- the ILO Declaration on Fundamental Principles and Rights at Work
- the UN Guiding Principles
- California Transparency in Supply Chains Act
- UK Modern Slavery Act
- Australian Commonwealth Modern Slavery Act.



### Training Completion Rates Modern Slavery in the United Kingdom

New Hires



# Monitoring Human Rights in Our Supply Chain

## We are also committed to minimizing the risk of human rights violations in our supply chain. Among other things, the Supplier Code:

- Includes limitations on working hours.
- Prohibits child and forced labor.
- Requires that clear and complete employment-related information be provided to workers.
- Prohibits charging recruitment fees to workers.
- Requires that workers receive at least the minimum wage and legally mandated benefits, be paid on a timely basis and that deductions, advances, and loans from wages be made only as permitted by applicable law.
- Prohibits requiring workers to lodge deposits as a condition of employment or for other purposes.
- Indicates that suppliers' workplaces are expected to be free from harsh or inhumane treatment and discrimination.
- Prohibits workers' freedom of movement from being restricted.
- Requires that workers be free to organize and bargain collectively.
- Requires suppliers to provide their workers with access to clean water.
- Requires key suppliers to have internal accountability standards.
- Prohibits discrimination or unfair treatment against individuals based on sex, race, color, national origin, nationality, citizenship, age, gender, sexual orientation, gender identity, sexual expression, ethnicity, disability, religion, political affiliation, genetic information, union membership, marital or family status, military service, veteran status, or other reasons prohibited by applicable law.



Key Suppliers are directed to a copy of the Supplier Code at the time of procurement, and a copy is publicly available on our website. Key suppliers may be required to certify compliance with the Supplier Code, including training their employees. For key suppliers, we reserve the right to conduct on-site audits or appropriate risk-based assessments at our suppliers' manufacturing sites located in regions that do not have a low prevalence of modern slavery based on publicly available third-party indicators.

We continuously monitor publicly available news sources for any allegations of modern slavery or other human rights issues associated with our critical suppliers and partners. Our internal monitoring mechanisms also include our grievance reporting system and our Ethics Hotline.

In 2024, as in prior years, we did not detect or identify any instances of modern slavery or human rights issues associated with our suppliers or within our supply chain.

# Appendix



## Sustainability Accounting Standards Board (SASB)

Disclosure Topic	Accounting Metric	SASB Code	2024 Disclosure
Patient Privacy & Electronic Health Records	Description of policies and practices to secure customers' personal health data records and other personal data	HC-DY-230a.2	See page 21 of this report or visit our website for more information.
	(1) Number of data breaches, (2) percentage involving (a) personal data only and (b) personal health data, (3) number of customers affected in each category, (a) personal data only and (b) personal health data	HC-DY-230a.3	None
	Total amount of monetary losses as a result of legal proceedings associated with data security and privacy	HC-DY-230a.4	\$0
Access for Low-Income Patients	Discussion of strategy to manage the mix of patient insurance status	HC-DY-240a.1	See page 10 of this report or visit our website for more information.
Quality of Care & Patient Satisfaction	Number of Serious Reportable Events	HC-DY-250a.2	Not applicable to our business.
	Hospital-Acquired Condition rates per hospital	HC-DY-250a.3	Not applicable to our business.
	Number of (1) unplanned and (2) total readmissions per hospital	HC-DY-250a.4	Not applicable to our business.
Management of Controlled Substances	Description of policies and practices to manage the number of prescriptions issued for controlled substances	HC-DY-260a.1	Not applicable to our business.

Fulgent continues to monitor best practices and stakeholder priorities regarding sustainability disclosure and compliance with identified reporting frameworks. This year, we continued reporting in alignment with the SASB standards and added additional TCFD disclosures.

Understanding the recent consolidation of these two reporting standards into International Financial Reporting Standards (IFRS) S1 (General Requirements for Disclosure of Sustainability-related Financial Information) & S2 (Climate-related Disclosure), we will work to continue providing adequate disclosures and in time, we will transition our reporting to align with the best practices put forward by the International Sustainable Standards Board (ISSB).

## Sustainability Accounting Standards Board (SASB) (cont.)

Disclosure Topic	Accounting Metric	SASB Code	2024 Disclosure
Pricing & Billing Transparency	Description of policies or initiatives to ensure that patients are adequately informed about price before undergoing a procedure	HC-DY-270a.1	Not applicable to our business. See page 10 of this report or visit our website for more information.
	Discussion of how pricing information for services is made publicly available	HC-DY-270a.2	Not applicable to our business. See page 10 of this report or visit our website for more information.
	Number of the entity's 25 most common services for which pricing information is publicly available, percentage of total services performed (by volume) that these represent	HC-DY-270a.3	Not applicable to our business. See page 10 of this report or visit our website for more information.
Workforce Health & Safety	Total recordable incident rate (TRIR) for (a) direct employees and (b) contract employees	HC-DY-320a.1	<p>Direct Employees:</p> <ul style="list-style-type: none"> <li>FLGT: 9 cases, total of 15 days away from work, 272 days of transfer of restrictions</li> <li>CSI: 0 cases</li> <li>IDX: 7 cases, total of 90 days away from work, 0 days of transfer of restrictions</li> </ul> <p>Contract Employees: 0 cases</p>
Employee Recruitment, Development & Retention	(1) Voluntary and (2) involuntary turnover rate for: (a) physicians, (b) non-physician health care practitioners, and (c) all other employees	HC-DY-330a.1	<p>Physician (a) and non-physician health care practitioners (b) is not applicable to our business.</p> <ul style="list-style-type: none"> <li>FLGT: (1) 5.77% voluntary (2) 5.77% Involuntary</li> </ul> <p>All other employees (c):</p> <ul style="list-style-type: none"> <li>FLGT: (1) 11.96% voluntary (2) 5.88% Involuntary</li> </ul>
	Description of talent recruitment and retention efforts for health care practitioners	HC-DY-330a.2	See pages 25-26 of this report.
Fraud & Unnecessary Procedures	Total amount of monetary losses as a result of legal proceedings associated with medical fraud	HC-DY-510a.1	At the parent-company level, Fulgent has had \$0 monetary losses as a result of legal proceedings associated with medical fraud.

Activity Metrics	SASB Code	2024 Disclosure
Number of (1) facilities and (2) beds, by type	HC-DY-000.A	Not applicable to our business.
Number of (1) inpatient admissions and (2) outpatient visits	HC-DY-000.B	Not applicable to our business.

## Task Force on Climate-Related Disclosures (TCFD)

TCFD Category	Question / Disclosure	2023 Disclosure
Governance	Describe the board's oversight of climate-related risk and opportunities	Our sustainability success depends in part on the skills, expertise, diverse experiences, and diligent performance of our Board of Directors. We fully incorporate climate-related risk assessments periodically as part of our leadership team's agenda when guiding business strategy and performance objectives. We seek to ensure our sustainability strategy is effectively integrated into the company's overall business strategy by presenting all ongoing efforts, achievements, and challenges to the Board at quarterly meetings. These meetings give all Directors the ability to discuss and approve initiatives. Our Board provides general oversight of energy management, climate risk and opportunities, and sustainability strategy and performance. The Board's oversight includes monitoring our impact progress and goals and approving energy savings and climate-related projects.
	Disclose the role of management in assessing and managing climate-related issues	In 2021, we formed the Working Group and established board oversight of sustainability through the Nominating and Governance Committee. The Group is made up of members of our Executive Team and Senior Management members across various departments including Finance, Legal, and Operations and Compliance. These team members oversee the company's day-to-day strategy relating to Fulgent's corporate impact. The group meets regularly to discuss initiatives and works closely with additional department heads such as but not limited to Human Resources, and IT Infrastructure and security to ensure a uniformed sustainability strategy and approach is implemented company-wide. Each department is responsible for managing their efforts as they relate to the company's impact priorities and initiatives. The Nominating and Governance Committee, made up of three board members (one chairperson and two members), oversees the Working Group. The Committee is responsible for the Company's sustainability strategy, initiatives and policies, which includes periodic reporting regarding the Company's sustainability efforts. The Working Group reports to the committee quarterly to share ongoing progress and updates with the entire Board during each quarterly Board meeting.
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	Climate poses emerging risks to businesses around the world. To prepare for an uncertain future, Fulgent is committed to integrating the consideration of climate-related risks into its risk management processes. Our potential climate-related risks include: <ul style="list-style-type: none"> <li>- Emerging regulation: New climate-related regulations are inevitable and will impact businesses to varying degrees depending on their industry and operations.</li> <li>- Reputational risks: With increasing transparency and climate awareness, poor GHG performance can lead to reputational risks.</li> <li>- Physical risks: Climate change will increase the frequency and intensity of extreme weather events, which may pose risk to Fulgent's physical assets.</li> <li>- Supply chain disruptions and business continuity: No business is immune to climate-related risks, and that includes our suppliers. Therefore, there is a potential for climate-related risks to impact our supply chain in the future.</li> </ul>
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	The impacts of our potential climate-related risks include: <ul style="list-style-type: none"> <li>- Emerging regulation: Fulgent does not anticipate being subjected to emerging climate regulations in the near term. However, should our organization be subjected to new climate regulations, our current efforts-enable us to be prepared for compliance.</li> <li>- Reputational risks: Fulgent intends to mitigate this risk by taking steps as necessary to be in compliance with relevant laws and regulations.</li> <li>- Physical risks: We mitigate these risks by assessing the vulnerability of our physical assets to extreme weather and implementing response plans if an asset is impacted.</li> <li>- Supply chain disruptions and business continuity: To mitigate this risk, Fulgent intends to review sustainable procurement efforts and enforce our supplier code of conduct.</li> </ul>
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	Climate-related opportunities and risks are incorporated into Fulgent's sustainability strategy. Fulgent will consider a climate-related scenario analysis taking into account our-sustainability strategy in the coming years.

## Task Force on Climate-Related Disclosures (TCFD) (cont.)

TCFD Category	Question / Disclosure	2023 Disclosure
	Describe the organization's processes for identifying and assessing climate-related risks	<p>Sustainability-related assessments are periodically reported to the members of the Audit Committee and discussed as part of the company's sustainability strategy and risk oversight at quarterly Board meetings.</p> <p>Additionally, we continue to monitor and assess climate-related risks and conduct a variety of assessments such as:</p> <ul style="list-style-type: none"> <li>- Materiality Assessment</li> <li>- Monitoring of existing and emerging regulatory requirements and reporting frameworks as they related to climate</li> </ul> <p>These assessments enable us to understand how best to manage our climate-related risks and opportunities. Currently through this process we have identified the following potential climate-related impacts:</p> <ul style="list-style-type: none"> <li>- Emerging regulation</li> <li>- Reputational risks</li> <li>- Physical risks</li> </ul>
<b>Risk Management</b>	Describe the organization's processes for managing climate-related risks	<p>In 2022, we conducted our first comprehensive materiality assessment informed by thorough research, benchmarking, and engagement with key stakeholder groups. Our materiality assessment process was as follows:</p> <ol style="list-style-type: none"> <li>1. Identified applicable sustainability-related issues using past stakeholder engagement results, researching peers and benchmarking against the GRI standards, SASB standards, and MSCI's ESG Health Care industry materiality map.</li> <li>2. Conducted internal interviews with employees and members of our senior leadership team and surveyed key third-party stakeholders and suppliers in an active effort to gather feedback and validate the sustainability-related topics identified.</li> <li>3. Analyzed and prioritized the various problem areas based on stakeholder responses and information inputs.</li> </ol> <p>Through this assessment, we identified business opportunities to support growth, innovation, and risk mitigation. Fulgent believes the most effective methods to mitigate these risks include continuous monitoring and review of our procedures and results.</p>
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	<p>We utilize a qualitative problem-solving approach that assesses and ranks risks for effective resolution. Our risk analysis process covers four phases:</p> <ul style="list-style-type: none"> <li>• Risk identification</li> <li>• Risk assessment</li> <li>• Setting corrective and mitigation actions</li> <li>• Defining and implementing preventive measures</li> </ul> <p>We incorporate risk assessments periodically as part of our audit meeting agenda to allow the Board and senior management to integrate these risks with our overall risk management.</p>

## Task Force on Climate-Related Disclosures (TCFD) (cont.)

TCFD Category	Question / Disclosure	2023 Disclosure
Metrics & Targets	<p>Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process</p>	<p>Currently utilize the following metrics which can be found on page 42, measure and management climate-related risks and opportunities.</p> <ul style="list-style-type: none"> <li>- GHG Emissions (Scope 1 &amp; 2)</li> <li>- Energy consumption (grid usage vs renewables)</li> <li>- Waste management (Hazardous, Non-Hazardous and Medical waste)</li> <li>- Water usage</li> <li>- Recycling and conservation efforts</li> </ul>
	<p>Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks</p>	<p>See report page 42, for our 2023 GHG emissions Organizational Boundary Approach - Operational Control Criteria: Includes emission sources under direct control of Fulgent Energy consumption in office equipment's and utilities, Emissions from Owned vehicles, Use of Refrigerants e.g.</p> <p>Our Approach taken is in line with the following:</p> <ul style="list-style-type: none"> <li>- GHG Protocol</li> <li>- Global Real Estate benchmark Guidelines for GHG consolidation,</li> <li>- USEPA Simplified Guide to Greenhouse Gas Management for Organizations for leased assets</li> <li>- European real estate association guidelines for GHG accounting</li> </ul> <p>Secondary Data Use and Estimation of missing data Data for following facilities was estimated by using CBECS (Commercial building energy consumption survey) GHG intensity</p> <ul style="list-style-type: none"> <li>- Inform Diagnostics: Regus Corporation and Columbia Business Suite</li> </ul>

## Environmental Data Summary Table\*

GHG & Energy Consumption	2019	2020	2021	2022	2023
GHG Emissions (Scope 1 & 2 (tCO2e))	-	-	3,101	6,562	4,528
Scope 1 (tCO2e)	-	-	1,651	2,130	576
Scope 2 (tCO2e)	-	-	1,450	4,433	3,852
Energy Usage (kWh)	590,683	821,956	2,579,612	12,138,415	11,367,611
Energy Saved (kW)	4,500	41,950	90,100	153,008	21,900
Water & Natural Resources	2019	2020	2021	2022	2023
Water (CCF)	533	814	2,151	16,905	15,592
Water Saved (gal)	7,875	73,413	157,675	268,737	865,424
Trees Saved	19	179	383	667	93
Waste	2019	2020	2021	2022	2023
Non-Hazardous (metric tons)	-	-	-	-	426
Hazardous (Metric tons)	-	-	-	-	185
Biohazardous (Metric tons)	3	80	208	94	32
Recycling (pounds)	-	-	-	143,291	645,206
Landfill Saved	3	33	70	117	371

\*Availability of data to be aggregated into annual totals was dependent on the type of lease of each facility and the utility management provided by various third-party vendors. Additionally, annual data is based on the operational boundaries in place during that year. Operational boundaries have changed year over year resulting increase and decreases in disclosed metrics.